

Engaging others and asking powerful questions

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Social engagement strategies

- World café – www.theworldcafe.com
- Appreciative inquiry – appreciative inquiry commons
- Creative inquiry teams
- Open space
- Professional dialogue
- Subject coaching/team coaching

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Asking powerful questions

- Questions can be like a lever you use to pry open the stuck lid on a paint tin.
- Questions can unwittingly lead you in a certain direction

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Principles of appreciative inquiry

- Constructionist principle - words create worlds
- Simultaneity principle – inquiry creates change
- Poetic principle – we can choose what we study

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- Positive principle – positive questions lead to positive change
- Free choice principle - People perform better and are more committed when they have freedom to choose how and what they contribute.

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The power of the question

So what makes a powerful question;

One that:

- Generates curiosity in the listener
- Surfaces underlying assumptions
- Stimulates reflective conversation
- Channels attention and focuses inquiry
- Evokes more questions
- Creates energy and forward movement

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The architecture of powerful questions

- Construction – Who , what, when, where, which, why, how?
- Scope – The question is within the boundaries and needs of the situation
- Assumptions – Questions may have assumptions built into them, and unconscious beliefs. Powerful questions surface and challenge assumptions.

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Consider.....

- Are our staff getting enough support for ESD?
- In our recent college history, when did a change programme work really well?
- What are we currently doing that supports staff to cope with ESD?
- Why is it so hard to get staff engaged in ESD?
- What if all staff were committed and enthusiastic about ESD?

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Crafting questions

- The Art of Powerful Questions – catalyzing insight, innovation and action by Eric E. Vogt, Juanita Brown, and David Isaacs.
- The thinking Environment By Nancy Kline (extract from 'Time to Think')
www.timetothink.com

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Table discussions

Question 1

What staff engagement strategies and tactics have you used that work?

WHAT WERE THE KEY ROUTES TO SUCCESS?

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Question 2

How can this network support me and my college?

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Question 3

What can I contribute to this network?

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